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PART I—Section I

प्राधिकार से प्रकाशित

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इस भाग में विशेष पृष्ठ तंत्रिया की खाती है जिससे कि यह प्रालय संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION

(Department of Labour & Employment)

RESOLUTION

New Delhi, the 21st July 1967

No. WB-16(5)/66.—By its Resolution No. WB-16(1)/62, dated the 10th August, 1962 as amended by Resolutions Nos. WB-16(1)/62, dated the 17th October, 1962 and WB-16(11)/64, dated the 26th October, 1964, the Government of India appointed a Central Wage Board for the Coal Mining Industry with the following composition and terms of reference:—

I. COMPOSITION

Chairman

Shri Salim M. Merchant.

Independent Members.

Shri P. R. Chakraverti.

Shri S. S. Marathe.

Members representing employers

Shri Rasiklal Worah.

Shri R. Lall.

Shri J. G. Kumaramangalam.

Members representing workers

Shri Kanti Mehta.
 Shri Deven Sen.
 Dr. (Mrs.) Maitreyeo Bose.

II. TERMS OF REFERENCE

(a) To determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation.

(b) To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

Explanation.

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:—

- (i) The special features of the coal mining industry;
- (ii) the needs of the industry in a developing economy;
- (iii) the impact of the wage structure so evolved, on the cost of production of coal and ultimately the effect of this on various industries consuming coal;
- (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workmen for advancing their skill; and
- (v) the desirability of extending the system of payment by results.

Explanation

In applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over work and undue speed.

- (c) To consider demands of labour for an immediate interim wage increase pending submission of final report.
- (d) To consider the demands for the introduction of a gratuity scheme on an industry-wise basis.
- (e) To review the present system of paying attendance bonus with a view to suggesting such modification as it might consider to be necessary and desirable.

2. The Wage Board made recommendations for grant of two interim wage increases. Those were accepted by the Government and the parties were advised to implement them.

3. The Board's final report was received by the Government on 13th February, 1967. The recommendations, as summarised by the Board, are appended.

4. The Government has carefully considered the Board's Report and decided that the recommendations in respect of the following matters should be accepted:—

- (a) Minimum Wage;
- (b) Dearness Allowance;
- (c) Wage structure of the time-rated and piece-rated workers except reduction of work-loads in the case of loaders in Madhya Pradesh and Orissa);
- (d) Pay scale of clerical, technical and supervisory staff;
- (e) Coal Mines Bonus Scheme, with the retention of the existing condition relating to minimum attendance;
- (f) Allowances mentioned in Chapter XII of the Report other than underground allowance;
- (g) Underground allowance without the provision for annual increase of 1 per cent recommended by the Wage Board;
- (h) Sick leave without the provision for accumulation;

- (i) Paid festival holidays;
- (j) Leave without pay;
- (k) Quarantine leave;
- (l) Paid leave for T.B., Cancer and injury leave; and
- (m) Railway fares.

5. The above recommendations, as accepted by the Government will be brought into operation with effect from the 15th August, 1967.

6. The Board's recommendation regarding introduction of a gratuity scheme will be examined by the Government and decision taken thereon in due course.

7. In view of Government's recent decision to decontrol coal prices, it has been represented that it will take some time for employers to make the necessary readjustments to enable them to implement the recommendations. Employers and workers have generally agreed to enter into bipartite talks in this connection regarding the phasing of the disbursement of additional benefits in the initial period, wherever employers may have such difficulties. Government would commend the holding of such talks between the parties with a view to arriving at mutually acceptable arrangements.

8. The Government of India wish to express its appreciation of the work of the Chairman and members of the Board in dealing with the matters referred to them.

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India (Extraordinary) for general information.

APPENDIX

Report of the Central Wage Board for Coal Mining Industry.

SUMMARY OF RECOMMENDATIONS

1. Interim Wage Increases

The Board unanimously recommended two interim wage increases, the first of Rs. 0.37 paise per day or Rs. 9.75 per month with effect from 1st March, 1963 and the second of Re. 0.19 paise per day or Rs. 4.87 per month with effect from 1st January, 1965. Both these recommendations were accepted by Government, and as a consequence Government raised the selling price of coal by Rs. 0.81/82 paise per tonne in the first instance and by Rs. 0.19/11 paise in the second.

2. Scope of Enquiry

The Neyveli Lignite Corporation was excluded from the scope of the reference to the Board by Government's decision dated 18th December, 1962.

The reference would cover all employees in the coal mining industry who fall within the definition of the term 'workmen' in Section 2(s) of the Industrial Disputes Act, 1947 (Act XIV of 1947), including miners and other sirdars.

The ancillary undertakings, departments, offices and establishments whose workmen would come within the scope of the Board's enquiry are listed in paras 3 and 5.

3. Minimum Wage

The Board is of the opinion that the minimum wage of category I surface worker of Rs. 5 per day at All India Average Working Class Consumer Price Index Number 166 (Base 1949=100) would be fair and reasonable. Inclusive of bonus payment at the rate of 10 per cent of basic pay pro-rata on attendance, the lowest paid category I surface worker will be entitled to Rs. 5.50 per day or Rs. 143 per month (Paras 24 and 25). Shri Worah, however, had his reservations on payment of bonus pro-rata on attendance.

Scheme of Dearness Allowance.—“For every point rise over the Index Number 166, to which the Board's wage structure is linked, the dearness allowance shall be 3 paise per day. The method of calculation of the Index shall be on the basis of the average of six months; i.e., from January to June and July to December, in each year and the adjustments will be made on 1st October and 1st April each year respectively as at present. If there are fractions in the average the next higher integer will be taken”.

The Board has made it clear that if there is a fall in the average cost of living Index Number for any period of six months from the average Index Number for the previous period of six months, the dearness allowance will be reduced to the extent of such fall at the rate of 3 paise per point per day, but not if the Index Number falls below 166.

4. Our Wage Structure

A. Time-rated Categories.—The existing ten categories should be compressed into six categories, as shown in Appendix V of the report.

The following are the scales of pay for the six daily rated categories at All India Average Working Class Consumer Price Index No. 166 (Base 1949=100).

Categories	Daily wage Minimum	Increment	Daily Wage Maximum	Period	Attendance Bonus
I	5.00	0.10	6.00	10 years +10%	
II	5.35	0.12	6.55	10 years +10%	
III	5.90	0.15	7.40	10 years +10%	
IV	6.90	0.20	8.90	10 years +10%	
V	7.95	0.28	10.75	10 years +10%	
VI	10.90	0.40	11.90	10 years +10%	

B. Collieries of the National Coal Development Corporation including categorisation of the Excavation Section, Deep Shaft and Mechanised Mines.—Monthly paid staff of the National Coal Development Corporation who are at present governed by the Central Pay Commission scales of pay, Railway Rules, Corporation Rules or by other rules should be allowed to opt for the scales of pay and other service conditions recommended by the Board for similar monthly rated staff in the private sector collieries. Such option shall be exercised within 12 months from the date the recommendations of the Board come into effect and the option once exercised shall be final and binding.

The Board recommends the following scales of pay for workmen of the excavation section:—

- Category E—Rs. 6.75—0.20—8.75
- Category D—Rs. 10.75—0.40—14.75
- Category C—Rs. 12.00—0.60—18.00
- Category B—Rs. 13.50—0.70—20.50
- Category A—Rs. 16.00—0.90—25.00

New appointees in category 'F' should be given the scales of the clerical grade III, with option to the existing employees to continue in category V daily scale or to opt for the monthly scale. Job descriptions for these categories given in the Award in Reference No. 57 of 1959, should stand. Operators of shovel/drag lines of 10 cubic yard capacity and above or dumpers of 45 tonne capacity and above should be given 25% higher wages than what they draw in their present categories.

Daily rated categories of NCDC governed by existing awards, will get the scales which are applicable to like categories in the market collieries.

Shaft Sinking.—The existing scheme (special cadre scheme) should continue with a modification that on adoption of new categories recommended by the Board, the provision should be that initial recruitment should be in new category I and thereafter the workmen should be promoted to new categories III, IV and ultimately to VI. The initial probationary period of 3 months may be extended to another term or terms at the discretion of the management.

Drifting Mazdoors.—The existing scheme of recruitment should be suitably modified as under:—

Initial recruitment will be in category I with provision for promotion after 6 months to category III on the terms indicated in the scheme and after a further period of 4 months to category IV in terms of the scheme. Where, however, mechanical loading is employed, such workers will be promoted to category V after a further period of 4 months provided they acquire the skill to operate such leaders.

Winding Engine Khalasis.—On recruitment, winding Engine Khalasis should be placed in the new category IV. They would be promoted to new category V as soon as they are found fit for independent operation of these winders. After further 6 months, they would be promoted to new category VI.

N.B.—If the Mines Department introduces a regulation stipulating that winding engine operators must possess Second Class or First Class Certificates before they are authorised to operate winding engines, winding engine operators with Second Class and First Class Certificates should be placed in new categories V and VI respectively.

The above applies to conventional drum type winders. If such operators are asked to operate Koepe winders, they should be placed in technical and supervisory Grade 'B' at the minimum of the scale in the case of smaller Koepe winders upto 5000 B.O.B. Operators employed on Koepe winders of higher capacity should be given three advance increments in this scale.

Signal Men.—New category V is recommended for signalmen connected with the operation of the new type winders.

The operators of continuous miners should be given the same scale as has been recommended for Grade 'A' in the mechanised excavation mines. For loaders and shuttle car operators, the Board recommends Grade 'C' of the mechanised excavation mines. Helpers to all these operators should be placed in new category IV and redesignated as Assistants to the operators.

Barkakhana and Kobra Workshops.—The employees in these workshops should be given the same scales of pay as recommended by the Board for equivalent categories in Excavation Section. For other categories, revision of wages may be done by negotiation at unit level.

C. Piece-Rated Workers.—The Board has classified the piece-rated workers into 5 groups.

For these 5 groups, the Board recommends the following wage structure with its fall-back wage (minimum guaranteed wage) for each group, as shown below at the All India Average Working Class Consumer Price Index Number 166 (Base 1949=100):—

Basic Wage Fall-Back
Wage

										Rs.	Rs.
Group I	.	.	.	.	.	.	.	.	.	5.25	5.00
Group II	.	.	.	.	.	.	.	.	.	5.40	5.00
Group III	.	.	.	.	.	.	.	.	.	5.90	5.25
Group IV	.	.	.	.	.	.	.	.	.	6.00	6.00
Group V	.	.	.	.	.	.	.	.	.	6.75	6.00

The Board recommends the following work-loads for earning their group-wages:—

Pick Miner—1 tub of 36 cft. or 36 cft.	}	Fixed by Majumdar Tribunal and modified by L.A.T.
Machine Loader—2 tubs of 36 cft. or 72 cft.		

Quarry Pick Miner—1 1/6 tubs or 36 cft. or 42 cft.

Quarry Miner—1 2/3 tubs of 36 cft. or 60 cft.

Drill Coal Miner—1 1/2 tubs or 36 cft. or 54 cft.

Quarry Loader—2 1/3 tubs of 36 cft. or 84 cft.

C.P. Miner—1 1/3 tubs of 36 cft. or 48 cft. (as fixed by L.A.T.)

Wagon Loader—Worked same as fixed by L.A.T. i.e. 22 tons per gang of 5 wagon loaders in an eight hour shift.

The Board recommends the following progressive reduction in the workloads of loaders of the outlying areas for earning their group wages:—

At present	Revised workloads recommended
(a) Where workload is 90 cft. or less	72 cft.
(b) Where workload is more than 90 cft.	90 cft. immediately. 81 cft. after 1 year and 72 cft. after 2nd year.

Sarvashri Lall and Worah, however, disagreed and were of the opinion that the existing workloads in the outlying areas should continue.

D. Clerical Staff and their Scales.—The following are the scales of pay for clerical staff at the All India Average Working Class Consumer Price Index No. 166 (base 1949=100).

Group III—Rs. 180—5—230—7—265 Plus 10% attendance bonus

Group II—Rs. 205—7—275—10—325 Plus 10% attendance bonus

Group I—Rs. 245—10—325—15—385 Plus 10% attendance bonus

Special Grade—Rs. 305—15—425—20—505 Plus 10% attendance bonus.

Shri Rasiklal Worah, however, disagreed on bonus being earned *pro-rata* on attendance.

E. Technical and Supervisory Staff.—The Board has decided that the Technical and Supervisory staff should be divided into eight grades (A to H) and recommended the following pay scales at the All India Average Working Class Consumer Price Index No. 166 (Base 1949=100):—

Grade A—Rs. 405—20—605—25—730

Grade B—Rs. 305—15—395—20—575

Grade C—Rs. 245—10—305—15—440

Grade D—Rs. 205—7—247—10—337

Grade E—Rs. 180—5—210—7—273

Grade F—Rs. 165—4—205—5—230

Grade G—Rs. 146—3—176—4—184

Grade H—Rs. 140—3—170—4—178

The Board recommends the following pay scales for the Grades mentioned above in respect of the different categories in the various departments as given below:—

Mining Department

Existing designation with basic scales of pay.	New Designation	Grade	New Consolidated basic scales of pay
Head Overman			
Senior Overman	Head Overman	B	Rs. 305-15-39-5-20-575-
Overman-in-Charge			
Rs. 85-5-150-5-200			
Overman	Overman	C	Rs. 245-10-305-15-440
Rs. 75-5-105-6-111			
Mining Sirdar Class I Rs. 55-3-85	Mining Sirdar Class I	D	Rs. 205-7-247-10-337
Mining Sirdar Class II Rs. 52-3-73.			
Mining Sirdar Class III Rs. 46-3-61.	Mining Sirdar Class II	E	Rs. 180-5-210-7-273
Mining Sirdar Class IV Rs. 43-3-52			
Shotfirer Rs. 43-3-52	Shotfirer	E	Rs. 180-5-210-7-273.

The existing incumbents in the categories of Deputy Overman, Junior Overman or Assistant Overman in the existing scale of Rs. 65-5-95 will be placed in grade D and will start at Rs. 226 in that scale, in other word, their pay scale will be Rs. 226-7-247-10-337.

Survey Department

Existing designation with basic scales of pay	New Designation	Grade	Revised consolidated basic scales of pay
1	2	3	4
Surveyor Rs. 95-10-205	Surveyor	A	Rs. 415-20-50-5-25-730
Asstt. Surveyor (qualified) Rs. 50-4-90-5-100	Asst. Surveyor (qualified)	C	Rs. 245-10-305-15-440
Asst. Surveyor (un-qualified), Rs. 40-3-52-4-76	Asst. Surveyor (unqualified)	E	Rs. 180-5-210-7-273
Tracer Rs. 40-3-52-4-76	Tracer	E	Rs. 180-5-210-7-273
Head Chainman	Head Chainman	E	Rs. 180-5-210-7-273
Ferro Printer Rs. 30-1-4-0-2-46	Ferro Printer	F	Rs. 165-4-205-5-230
Chainman Rs. 30-1-3-4	Chainman	F	Rs. 165-4-205-5-230

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Engineering Department

1. Electrical Supervisor			
Electrical Chief Foreman	Foreman-in-Charge	A	Rs. 405-20-605-25-730
Electrical Sr. Foreman	Technical.		
Electrical Foreman-in-Charge.			
2. Mechanical Chief Foreman.			
Senior Mechanical Foreman	Foreman-in-Charge	A	Rs. 405-20-605-25-730
Foreman-in-Charge (Mechanical)	Mechanical.		
3. Head Electrical Foreman.			
Electrical Foreman	Electrical Foreman	B	Rs. 305-15-395-20-575
Electrical Chargeman			
4. Head Fitter	Head Fitter	B	Rs. 305-15-395-20-575
5. Foreman Mechanical	Mechanical Foreman	B	Rs. 305-15-395-20-575
Chargeman Mechanical.			
6. Asst. Foreman Elec/Mech; or			
Junior Asst. Chargeman	Asst. Foreman Elec-	C	Rs. 245-10-305-15-440
Shift-in-charge Elec/Mech.	Mechanical		
Asst. Electrician.			
7. Asst. Head Fitter.	Asst. Head Fitter	C	Rs. 245-10-305-15-440

Medical Department

Doctor (M. B.) Rs. 200-20-300-25-400]	Doctor (M. B.)	A	Rs. 405-20-605-25-730
Doctor (L.M.F.) Rs. 100-10-150-210	Doctor (L.M.F.)	B	Rs. 305-15-395-20-575
Nursing Graduate or Senior Trained Nurse (with or without Midwifery Certificate) Rs. 75-5-110-6-134.	Senior Trained Nurse or qualified Midwife.	C	Rs. 245-10-305-15-440
Compounder Qualified Rs. 60-5-90	Compounder qualified	D	Rs. 205-7-247-10-337
Creche Nurse: Rs. 55-4-75	Creche Nurse	D	Rs. 205-7-247-10-337
	Registered Pharmacist	D	Rs. 205-7-247-10-337
	Junior Trained Nurse	D	Rs. 205-7-247-10-337
Compounder (unqualified) Rs. 45-3-75	Compounder (Un- qualified)	E	Rs. 180-5-210-7-273
	Nursing Orderlies (untrained or appren- tice nurse)	E	Rs. 180-5-210-7-273
	Operation Theatre Assistant.	E	Rs. 180-5-210-7-273
	Dai-unqualified Midwife	H	Rs. 140-3-170-4-178
Dressers Rs. 28-1-45	Dressers	H	Rs. 140-3-170-4-178
Wardboys	Wardboys		
Vaccinators	Vaccinators.		
Creche Ayahs Rs. 28-1-30	Creche Ayahs	H	Rs. 140-3-170-4-178.

Doctors (L.M.F.) with six or more years service in a colliery or group of collieries under the same management should be placed in Grade A in the pay scale of Rs. 405—20—605—25—730.

Existing designation with basic scale of pay.	New Designation	Grade	Revised basic	Consolidated scale of pay.
<i>Watch and Ward Staff</i>				
Night Watchman Rs. 30-1-42	Night Watchman	G	Rs. 146-3-175-4-184.	
Watchman	Watchman	H	Rs. 140-3-170-4-178.	
Peon	Peon			
Chowkidar	Chowkidar			
Chaprasis	Chaprasis.			
<i>Canteen Staff</i>				
Canteen Supervisor or Manager Rs. 48-3-57-4-93	Canteen Supervisor Cl. Gr. II	Cl. Gr. II	Rs. 205-7-275-10-325, or Manager	
Asst. Supervisor or Asst. Manager Rs. 43-3-82.	Asst. Supervisor or Asst. Manager.	Cl. Gr. III	Rs. 180-5-230-7-265.	
Canteen Cooks Rs. 30-87-2-08-43-34	Canteen Cook	F	Rs. 165-4-205-5-230.	
Canteen Boy Rs. 27-62-0-78-32-30	Canteen Boy	H	Rs. 140-3-170-4-178.	
<i>Teachers</i>				
Matriculate Trained Teachers Rs. 48-3-57-4-93	Graduate Teachers	Cl. Gr. I	Rs. 245-10-325-15-385.	
Matriculate untrained or non-matriculate trained teachers, Rs. 43-3-82.	Matriculate trained teachers.	Cl. Gr. II	Rs. 205-7-275-10-325.	
Non-Matriculate untrained teachers Rs. 40-2-52.	Matriculate untrained teachers or non-ma- triculate trained teachers.	Cl. Gr. III	Rs. 180-5-230-7-265.	
<i>Welfare Officers</i>				
The Board recommends Grade A, i.e. Rs. 405-20-605- 25-730.				

The above scales are the lowest below which no colliery should be allowed to go. In collieries where higher scales of pay than what the Board has recommended are prevailing they shall be continued and the Board trusts they will be further improved upon. Shri Worah had his reservations on this recommendations.

The above scales are basic pay scales, and in addition the staff shall be entitled to dearness allowance, attendance bonus at 10% of basic pay and other allowances to which they are entitled.

Section F

The Board has devised the undernoted method of adjustment.

Method of adjustment.—(a) When the total emoluments of the workers as on 1st October 1966 made up of basic wage, plus dearness allowance plus variable dearness allowance plus interim wage increases recommended by the Board, is below the minimum of the prescribed wage scale for their category, they shall be brought upto the minimum prescribed by the Board; if they are in between two stages of their wage scale, they shall be placed at the stage next above in their prescribed wage scale;

(b) after adjustment as aforesaid, the workmen shall be given one increment for every three completed years of service, those with less than three years service not being entitled to any increment;

(c) those with service of three years and more but less than six years shall be entitled to one increment in the prescribed scale;

(d) those with service of six years and more but less than nine years shall be entitled to two increments in the prescribed scale; and

(e) those with service of nine years and more shall be entitled to three increments in the prescribed scale.

If by the above method of adjustment the total emoluments of a workman as aforesaid plus the amount of attendance bonus at 10% as proposed by the Board, does not give him an increase of 10% over his total emoluments as computed above plus attendance bonus at the existing rate as if it had been earned, then the following method of adjustment shall be adopted.

To his total emoluments as on 1st October, 1966 computed as in para 1 above will be added the full attendance bonus to which he would have been entitled under the existing Coal Mines Bonus Scheme as if it had been earned. The amount so arrived at will be adjusted in the new scale applicable to his category at the nearest point in the scale. On the amount so adjusted in his new scale, he would be entitled to the new attendance bonus at the rate of 10% of his consolidated basic wage/salary.

3. Outlying Coalfields and Ancillary Undertakings

Ancillary Undertakings.—In the absence of specific agreement between the parties the Board recommends that its proposed categorisation and wage scales should be made applicable to all employers in the Ancillary Undertakings (mentioned in para 3 of Chapter IV). The fitment of employees into the new scales recommended should be effected at unit level in consultation with the workmen or their representatives, the differences (if any) being settled at unit level.

Andhra Pradesh.—Coal cutters in this field should be placed in new category IV.

Subject to the broad agreements (reached between the representatives of the management of Singareni Collieries and the representatives of the Unions) the wage structure and the proposed categorisation for Bengal and Bihar should be made applicable to the Singareni Collieries Co. Ltd. with necessary modifications and changes, occasioned by the special condition.

Madhya Pradesh, Orissa and Maharashtra.—Categorisation proposed by the Board for Bengal and Bihar should be adopted in the outlying coalfields of Madhya Pradesh, Maharashtra and Orissa. In the case of specific categories not

mentioned in the categorisation proposed by the Board the managements and the unions concerned should at local level, by agreement, fit in such workers in the appropriate categories on the basis of their present emoluments, skill involved and other relevant factors. Workers employed in the private power stations and railways should also be fitted in the proposed categorisation recommended by the Board.

Assam.—The existing separate categorisation of surface and underground workers will be replaced by one categorisation for both surface and underground workers and the differential between surface and underground workmen, will be maintained by a separate underground allowance as in the rest of the country. All time rated daily paid workers shall be placed in six categories as shown in Appendix VA with the following basic consolidated scales of pay at All India Working Class Consumer Price Index No. 166.

Categories	Daily wage Minimum.	Increment	Daily wage Maximum	Period of scale	Attendance and deferred bonus
I . . .	Rs. 5.75	Rs. 0.11	Rs. 6.85	1 yrs.	Plus 10 %
II . . .	Rs. 6.15	Rs. 0.14	Rs. 7.55	10 yrs.	Plus 10 %
III . . .	Rs. 6.35	Rs. 0.15	Rs. 8.55	10 yrs.	Plus 10 %
IV . . .	Rs. 7.95	Rs. 0.23	Rs. 10.25	10 yrs.	Plus 10 %
V . . .	Rs. 9.15	Rs. 0.32	Rs. 12.35	10 yrs.	Plus 10 %
VI . . .	Rs. 12.55	Rs. 0.46	Rs. 17.15	10 yrs.	Plus 10 %

Clerical Staff.—Basic consolidated scales of pay at All India Working Class Consumer Price Index No. 166.

Clerical Grade III—Rs. 205—6—265—8—305 (15 years) plus 10% attendance bonus and deferred bonus.

Clerical Grade II—Rs. 235—8—315—12—375 (15 years) plus 10% attendance bonus and deferred bonus.

Clerical Grade I—Rs. 280—12—376—16—440 (12 years) plus 10% attendance bonus and deferred bonus.

Special Grade—Rs. 350—16—430—20—570 (12 years) plus 10% attendance bonus and deferred bonus.

Technical and Supervisory Staff.—Scales of pay at cost of living at All India Working Class Consumer Price Index No. 166.

Grade A—Rs. 475—20—575—25—825 (15 years) plus 10% attendance and deferred bonus.

Grade B—Rs. 350—16—430—20—630 (15 years) plus 10% attendance and deferred bonus.

Grade C—Rs. 280—12—340—16—500 (15 years) plus 10% attendance and deferred bonus.

Grade D—Rs. 235—8—275—12—395 (15 years) plus 10% attendance and deferred bonus.

Grade E—Rs. 205—6—235—8—315 (15 years) plus 10% attendance and deferred bonus.

Grade F—Rs. 190—5—215—6—275 (15 years) plus 10% attendance and deferred bonus.

Grade G—Rs. 166—4—206—5—216 (12 years) plus 10% attendance and deferred bonus.

Grade H—Rs. 160—4—200—5—210 (12 years) plus 10% attendance and deferred bonus.

The categorisation and grades will be the same as the ones recommended for the rest of the country. In the case of categories not covered or any other difficulty in categorisation the matter should be settled by mutual negotiation failing which by arbitration or adjudication.

Workers will continue to be supplied with food-grains and other articles at concessional rates as at present.

Scheme of dearness allowance.—For every points rise beyond the index number 100, the dearness allowance will be 2.25 paise per point per day or 58.6 paise per month. Other terms and conditions of payment of dearness allowance will be the same as for the rest of the country.

Categories like doctors, surveyors, senior overmen whose existing scales of pay are better and higher than that recommended by the Board should be put in the next higher scale. In cases where even the highest scale may not give some of these employees any benefit, the Board recommends that the management should evolve a scale which is higher than the one they are enjoying at present, taking into account the general wage increase and the adjustment formula recommended by the Board.

Piece-rated workers.—The present consolidated rate should be increased by 23 per cent in the same manner as the Board has recommended for the piece-rated workers in the rest of the country. The fall back wage of coal cutters (whom the Board has been given to understand are the only piece-rated workers in the ARTC) shall be 15 per cent higher than the group fall back wage that has been recommended for similar categories in the rest of the country on a *pro-rata* weekly basis. In other words the fall back wage will be Rs. 6.90.

Underground Allowance.—The rate of underground allowance shall be 10 per cent of the basic consolidated rate with a maximum of Rs. 50/- per month. This allowance shall be increased by 1 per cent with a corresponding increase of Rs. 5 per month in the maximum after every 12 months from the date the recommendations of the Board come into effect until it reaches a rate of 15 per cent of the basic consolidated pay with a maximum limit of Rs. 75/- per month. Sarvashri Worah and Lall do not agree with that part of the recommendation which provides for a phased increase of 1 per cent each year.

The allowances for difficult mining conditions which the Board has recommended in Chapter XII of the report should not be extended to workers in Assam. This however does not apply to underground and tub pushing allowance, lead and lift payments and to allowances other than for difficult mining conditions, e.g., officiating allowance, over-time allowance, etc.

6. The Coal Mines Bonus Scheme-1948

The provisions in Para 8 of the Scheme relating to forfeiture of bonus because of participation in an illegal strike, should be removed.

Bonus should become a definite part of the wage of the worker and it should no longer be conditional on a minimum attendance qualification.

The Board recommends that the Bonus should be paid quarterly as hitherto, but *pro-rata* on attendance. Shri Worah, however disagreed with the recommendation for payment on *pro-rata* attendance.

Bonus should be calculated at 10 per cent of the new consolidated basic wage and the same should be paid quarterly *pro-rata* on attendance to all employees who are covered by the Board's recommendations and whose new basic pay does not exceed Re. 730 per month.

7. Gratuity

The Board recommends an industry-wise scheme of gratuity. Such a scheme should be met out of a fund to be created by the levy of a cess on despatches of coal. The scheme should be administered by the Board of Trustees of the Coal Mines Provident Fund or a similar tripartite autonomous body.

Workmen shall be entitled to the payment of gratuity from the cess with effect from 1-1-1967 irrespective of the date from which the gratuity scheme is put into force. All past services shall count for payment of gratuity. Sarvashri Lall and Worah do not agree that the scheme should be introduced with effect from 1-1-1967.

Workmen entitled to the payment of gratuity under an existing scheme shall have the right either to opt for the existing scheme or the scheme of gratuity recommended by the Board.

The Board recommends 60 years as the age of superannuation.

The Board except Shri Worah, who submitted an alternative scheme, recommends the following scheme of Gratuity:—

Gratuity Scheme

Events entitling gratuity	Quantum of gratuity payable
	1
	2
1. On death or on physical/mental incapacity whilst in service, which renders the workmen unfit for further service.	15 days' wages, for each completed year of service, subject to a maximum of 15 months' wages.
2. On superannuation at the age of 60 year.	
3. On voluntary retirement or resignation of (i) surface workmen (2) underground workmen.	
(i) <i>Surface Workmen.</i>	
(a) Upto 10 years of service	Nil
(b) Over 10 years but below 15 years of service	10 days' wages, for each completed year of service.
(c) Over 15 years	15 days' wages for each completed year of service subject to a maximum of 15 months' wages.
(ii) <i>Underground Workmen.</i>	
(a) Upto 5 years of service	Nil
(b) Over 5 years but below 10 years of service	7 days' wages for each completed year of service.
(c) Over 10 years and below 15 years of service	10 days' wages for each completed year of service.
(d) Over 15 years of service	15 days' wages for each completed year of service subject to maximum of 15 months' wages.
N. B.—In the event of a workman (whether surface or underground worker) voluntarily retiring on attaining the age of 50 years or above provided he has put in 5 years' service, he shall be entitled to payment of gratuity at the rate of 10 days' wages for each completed year of service.	
4. On termination of service by the employer.	
(a) Upto 5 years of service.	Nil
(b) Over 5 years of service.	15 days' wages for each completed year of service, subject to a maximum of 15 months' wages.

8. Allowances

Underground Allowance.—Underground allowance shall be paid to all those who are entitled to receive it at present at the rate of 5 per cent of the new consolidated pay with a maximum of Rs. 25 per month. This allowance shall be increased by 1 per cent with a corresponding increase of Rs. 5 per month in the maximum after every twelve months from the date the recommendations of the Board come into effect until it reached the rate of 10 per cent of the basic pay, with a maximum limit of Rs. 50.

Sarvashri Lal and Rasiklal Worah do not agree with that part of the recommendation which provides for a phased increase at the rate of 1 per cent each year.

Lead and Lift: Lead (for tubs of 36 cft. to be converted into cubic-meters).

Distance	Rate
0 to 50 ft.	Nil
50 to 100 ft.	Rs. 0.225
100 to 150 ft.	Rs. 0.675
150 to 200 ft.	Rs. 1.125
200 to 250 ft.	Rs. 1.800
for every additional 50 ft. beyond 250 ft.	Rs. 0.700
<i>Lift (36 cft. tubs to be converted into cubic meters)</i>	
0 to 10 ft.	Nil
10 to 15 ft.	Rs. 0.225
15 to 20 ft.	Rs. 0.425
20 to 25 ft.	Rs. 0.675
for every additional 5 ft. above 25 ft.	Rs. 0.450

Managements and Unions at unit level may negotiate merger of load payable from 0' to 150' into the tub rate of pick miners and loaders and other piece-rated workers to whom lead is payable.

Shri Rasiklal Worah does not agree with the quantum of lead and lift rates or with the distances for which they are recommended.

Overburden Removal Workers: Lead.—For every 50' or part of 50' over the first 100', Rs. 7.30 per 1000 cft. of overburden. Lift—for every 5' lift or part of 5' over the first 10' Rs. 3.65' per 1000' cft. of overburden.

Tub pushing allowance for miners.—A consolidated rate of 0.075 per tub of 36 cft. should be paid for every 100 ft. or part thereof in excess of the first 100'.

Stacking and Reloading allowance.—The general practice of paying the full rate for cutting and Stacking coal should be made uniform. For reloading, the same rate as for loading machine cut coal should be paid. Two of the employers' representatives are of the opinion that for cutting and stacking 36 cft. of coal the rate should be Rs. 4.50 as against Rs. 6 for cutting and loading 36 cft. of coal.

Overtime for persons holding positions of supervision and management and doing confidential work.—Notification No. GSR 975 should be suitably amended and all such workers whose wages are less than Rs. 500 should be paid at overtime rates when called upon to work overtime. The drivers of cars, trucks and other vehicles shall have the option of overtime as recommended above or to the benefit of entitled to both. Where the existing practice is to grant both the overtime payment and khoraki, the practice should continue.

Lead and Lift for Wagon Loaders.—Lead. For every 50' or part of 50' over the first 100' 30 paise per tonne of coal.

Lift. For every 5' lift or part of 5' over the first 10', 15 paise per tonne of coal. Sarvashri Lal and Worah have disagreed with this recommendation.

Officiating Acting Allowance.—Where an employee in a lower category works in the place of workman of a higher category he should be entitled to payment of officiating allowance which shall be the difference between his wages and the minimum of the higher category, if such minimum is higher than his existing pay. In case by this method of adjustment, he gets less than one increment in the officiating scale, he should be given one increment in that scale. In the event of the existing pay of the officiating workman being higher than the minimum of the higher category in which he works, then his existing pay should be adjusted into the next higher step in the higher category's scale and he should be given one increment in that scale. Where, however, existing terms regarding payment of officiating allowance are more favourable the same shall be continued.

Water Seepage/Bailing Allowance.—Miners and/or loaders who are called upon to do the work of bailing mazdoors should be compensated by payment equivalent to the wages of time-rated bailing mazdoor or mazdoors who would have been otherwise required to do the work. The full rates payable to each bailing mazdoor should be equally divided and paid to the gang of miners and/or loaders.

Dressing allowance (for miners and loaders).—These miners and loaders should either be designated as drill coal miners (whom the Board has placed in group IV and for whom it has fixed a workload of 54 cft) or in the alternative they should be compensated by payment equivalent to wages of time-rated dresser or dressers who would otherwise have been required to do this work. Two of the employers' representatives have their reservations on this recommendation.

Thin Seam Allowance.—The piece-rated workmen should be paid the following minimum allowances:—

- (a) For seams of 1 to 1.5 meters thick—5% of the consolidated basic rate/wage.
- (b) For seams of 1 meter and below 10% of the consolidated basic rate/wage.

First Aid Allowance for Workers who qualify for St. John Ambulance Association Certificate in First Aid.—Workmen who are required to obtain such a certificate under a statute or at the behest of the employers should be paid a suitable allowance. These managements which are at present paying such allowance should continue to pay it.

Thick Seam Deepdrilling Hurl Coal/Stone band } Allowance in Deep gradient allowance. } should be negotiated at unit level.

Surplus Allowance.—Wherever the management cuts wages for shortage, the workmen will be entitled to be compensated for the surplus.

Bad Ventilation Allowance.—Question of compensation for bad ventilation must be settled at unit level.

Allowances claimed by singareni Collieries Workers' Union, Cycle, Motor Cycle, Typing, Stenographer, Comptometer, Parade, Project and Payment Allowances.—The question of increasing the rates of the allowances should be negotiated between the workers and management.

Conveyance Allowance.—This demand should be negotiated and settled at unit level.

Long distances walking allowance.—The Board recommends that this demand should be negotiated at unit level.

Night Shift Allowance.—When there is rotation of shifts there is no justification for payment of any extra allowance for night shift working. The representatives of the workmen however contended that coal mining is not a continuous process industry and hence the workers are entitled to Night Shift Allowance.

Sarvashri Lall and Worah had their reservations on some of these recommendations as recorded by them in their separate minute of dissent.

9. Leave and Railway Fares

The Board makes the following recommendations:—

Leave—Privilege leave or annual leave with wages (Majority recommendation).—

- (a) A workman employed underground in a coal mine shall be entitled to annual leave with wages at the rate of one day for every twelve days of work performed by him;
- (b) A workman who is employed otherwise than as stated in (a) above shall be entitled to annual leave with wages at the rate of one day for every sixteen days of work performed by him

*Casual Leave.—*5 days paid casual leave in the year with liberty to prefix or suffix casual leave to Sundays, weekly rest days or paid festival holidays should be granted to workmen. (This is a majority recommendation Shri Worah dissenting).

*Sick Leave.—*All workmen shall be entitled to 15 days sick leave in the year on full pay or 30 days in the year on half pay with a right to the workmen to accumulate sick leave for a period of 60 days and 120 days respectively, in the entire period of service. (Majority recommendation one member dissenting).

*Paid Festival Holidays.—*The existing provision for seven paid festival holidays in the year is adequate and should continue. If, however, any unit is granting more than seven paid festival holidays, it shall be continued.

*Leave without pay.—*One month's leave without pay in the year should be granted.

*Quarantine Leave.—*The provisions of the Model Standing Orders shall stand.

*Paid leave for T.B., Cancer, Leprosy, mental Disease, Paralysis and Occupational Diseases like Pneumoconiosis, Silicosis etc.—*Special leave with pay on medical certificate for atleast six months in the first instance should be granted and paid by the Coal Mines Welfare Fund. If within a period of six months it is found that the disease is curable, longer leave should be granted depending on the circumstances of each case.

*Injury Leave.—*The question of extending the applicability of Rules 83 and 83A of the Fundamental Rules to the Coal Industry should be gone into by the Industrial Committee on Coal Mining.

*Railway Fare.—*The condition of three months' uninterrupted service on return from leave should be rescinded and all workmen should be paid return railway fare within a week of their being allowed to resume duty on return from leave.

Railway Fare concessions should be allowed to be accumulated for a period of two years. The members representing the industry do not agree with this recommendation.

Railway Fares should include boat fare wherever payable.

The class by which the workmen shall be entitled to travel will be as follows:—

If the workman's basic wage is Rs. 165/- or less per month. III class.

If the workman's basic wage is above Rs. 165 and upto Rs. 265/- per month. II class.

If the workman's basic wage is above Rs. 265/- per month. I class.

10. Contract Labour and C.R.O.

In the interest of securing social justice and industrial peace the Government should take effective steps for the expeditious implementation of the recommendations of the Dave Court of Enquiry, on the employment of contract labour.

C.R.O. or Gorakhpuri Labour.—The C.R.O. system should be abolished at the earliest in the interest of healthy employer employee relationship. Sarvashri R. Lall and Rasiklal Worah, did not agree with this recommendation of the Board.

11. Other Matters

Incentive/Production Bonus.—It would not be within the Boards powers to frame an incentive or production bonus scheme for the whole industry when none exists at present. The Board however, fully supports the introduction of incentive/production bonus scheme at individual collieries, which should be worked out in consultation with the workmen's representatives. Where incentive or production bonus schemes are existing at present in individual collieries, whether of the public or private sector undertakings, the same shall be continued.

Apprentices and Leaners.—The Government should co-ordinate the existing training programmes and schemes and explore the possibilities of further improving and extending them so as to provide trained and skilled personnel to the coal industry.

Apprentices and trainees, who are not governed by separate contracts, should receive the minimum wage of the category in which they are asked to work and in no case should such apprentices and trainees receive less than the minimum wage that the Board has recommended for an unskilled category I workman.

Conversion of weekly paid, time-rated and the Piece-rated workers into Monthly System of Payment—Section 4.—Wherever conversion into monthly system of payment is desired it should be negotiated at unit level.

House Rent Allowance—Section 5.—House rent allowance of Rs. 8 per month should be paid from 1st January 1967 to all workmen who are not provided with free housing. Those who are offered accommodation and do not avail themselves of the offer, will not be entitled to payment of the house rent allowance. The three employer's representatives on the Board do not agree with this recommendation.

No house rent should be charged to workers who are provided with housing accommodation.

Alternative light Employment for Disabled Workmen—Section 7.—Government should look into the matter and formulate a proper scheme to ensure that every disabled workman who is capable of performing lighter work is provided with such alternative employment.

Free Fuel—Section 9.—Free fuel should be supplied to all workmen in the coal industry. Where such practice does not exist it should be introduced and where free fuel is being supplied, the existing practice, quantity and manner of supply should be continued.

Interchangeability—Section 12.—Extension of the practice of interchangeability and team work is desirable provided (1) it is done in agreement with the workers and their representatives (2) does not result in retrenchment and (3) the workers receive an equitable share of increased productivity. Dr. Mrs. Maltreyee Bose and Shri Deven Sen disagreed with this recommendation.

12. Impact on cost and other Industries

The Board has not been able to arrive at an agreed quantitative assessment of likely increase in the costs of production resulting from the wage structure which it has recommended. It is, however, the consensus of the Board that a change in the wage structure of the order recommended in this Report will have some impact on production costs and it will necessitate a review of coal prices. Such a review is already being undertaken by the Tariff Commission and the extent..... of price adjustment or any other policy changes which might be deemed necessary in the context of the new wage structure will have to be considered and decided upon by Government.

The employers' representatives disagree with this view and have expressed their views in separate notes.

13. Conclusions and Acknowledgements

The recommendations on each issue are the minimum below which no colliery management shall be permitted to go. All existing higher and better rates of wages, allowances and amenities which are more favourable than those recommended shall be protected.

All recommendations, unless otherwise specifically stated, shall come into force from 1st January, 1967. The employers' representatives do not agree with this recommendation.

If the recommendations come into effect from 1st January, 1967 or on any subsequent date before 1st March, 1967, the workmen should get dearness allowance on cost of living index No. 177, which is the average of the first 6 months of 1966. This would work out to 33 paise per day or Rs. 8.58 per month. The dearness allowance will again be revised on 1st April, 1967 and further every 6 months thereafter as earlier recommended by the Board. If, however, the recommendations come into effect on or after 1st April 1967 the workmen should get dearness allowance on the basis of the average cost of living index No. of the second half of 1966.

P. C. MATHEW, Secy.